



# A.S.U in AIRLINES

Australian Services Union • National Airlines Division Bulletin

Aero-Care • Number # 10

August 13, 2012

## Application proceeding at FWA for rosters

**As previously reported the ASU has asked Fair Work Australia to tell Aero-Care to provide roster information, that does not identify individuals, to the ASU.**

The ASU has asked for the rostering information to check that the proposed *Aero-Care Collective Agreement 2012* meets the "Better off overall Test", known as the BOOT for short. This check makes sure that before Fair Work Australia approves your Agreement it at least matches all the conditions, such as pay rates and hours of work, that are airline industry standards. The standards are set out in the *Airline Operations Ground Staff Award*, and are followed by airlines like Jetstar and Virgin, and ground handlers like Toll Dnata and Menzies.

A good enterprise Agreement should easily pass the "Better off overall Test" as the Award is only the minimum wages and other entitlements, that you deserve. Obviously the ASU wants you to be getting better than the minimum and so we have asked Aero-Care management to provide financial and employment information, without identifying individual employees, to make sure that you will be properly paid.

Aero-Care has refused to provide the information, particularly around rosters, that we have requested. Again we are not seeking to identify individuals, but we want to make sure that casuals, and especially casuals working on weekends, are correctly paid.

We believe that the information we are asking will ultimately have to be given by Aero-Care to Fair Work Australia (FWA) when it comes time for FWA to approve your proposed Agreement. You may

remember earlier this year that FWA was not able to approve an Aero-Care Agreement because it was not properly provided to you, and FWA also questioned whether the proposed Agreement passed the BOOT.

Looking at the rosters enables us to ensure the Agreement passes the better off overall test, so you don't vote on what could be another flawed agreement that FWA may again reject. The ASU does not understand why Aero-Care refuses to provide this information on rostering, information that will benefit its employees.

Our application for the information is listed at FWA on 14 August for further hearing – we will keep you posted on the outcome.

## Bargaining Meetings

The ASU met with Aero-Care for negotiations about the Agreement on the 15<sup>th</sup> June 2012. We talked at length about the pay rates and the BOOT. Aero-Care as yet has made no proposal for changing their offer. Another meeting is expected soon. We continue to suggest ways Aero-Care can improve the Agreement to meet industry standards.

If you want more information please contact the organiser in your state listed below.

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